

SENATE JOINT RESOLUTION 670

By Dixon

A RESOLUTION to create a special joint committee to study competitive pay of state employees in comparison to that of the private sector and to compare such relationships in Tennessee to those in other states.

WHEREAS, state governments are facing incredible challenges today; with tax cuts and straining budgets at every level of government as public employees' workloads are increasing dramatically, the state employee workforce is declining and quality public services are suffering; and

WHEREAS, layoffs are common in many sectors of the economy, the national unemployment rate continues to rise and demand for services to the poor and the unemployed is growing. State governments are resorting to across-the-board cuts and early retirement options to help balance the budget. Some state agencies are reporting losses of more than 30 percent of senior agency staff. Experts and experienced staff in all major areas of government are leaving public service in droves. For policy makers interested in building trust in government, these are very dangerous trends; and

WHEREAS, government services are essential to building strong communities and expanding our economy. According to the *AFT Public Employees Compensation Survey 2003*, which provides state employee salary ranges for specific job titles across the country and tracks other workforce trends, public employee salaries are at the heart of quality public service issues for government at all levels. By establishing decent and competitive salaries and benefits, governments can keep and attract the best and most able employees; now, therefore,

BE IT RESOLVED BY THE SENATE OF THE ONE HUNDRED THIRD GENERAL ASSEMBLY OF THE STATE OF TENNESSEE, THE HOUSE OF REPRESENTATIVES CONCURRING, that there is hereby created a special joint committee to study the issue of

competitive pay for state employees, in comparison to such positions in the private sector and to that of other states.

BE IT FURTHER RESOLVED, that the committee shall consist of three (3) members of the House of Representatives and three (3) members of the Senate, to be appointed by the respective speakers.

BE IT FURTHER RESOLVED, that all legislative members of the special joint committee who are duly elected members of the General Assembly shall remain members of such committee until the committee reports its findings and recommendations to the General Assembly.

BE IT FURTHER RESOLVED, that the special joint committee shall be convened by the member with the most years of continuous service in the General Assembly, and at its first meeting shall elect a chair, vice-chair, and such other officers the committee deems necessary.

BE IT FURTHER RESOLVED, that, at the request of the committee, the various agencies and entities of state government shall assist the committee in the performance of its duties.

BE IT FURTHER RESOLVED, that the special committee shall timely report its findings and recommendations, including any proposed legislation, to the One Hundred Fourth General Assembly no later than February 1, 2005, at which time the committee shall cease to exist.